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AUSTRALIAN WORKPLACE EQUALITY INDEX

INDUSTRY INCLUSION INSIGHTS · 2023 AWEI SURVEY

SECTOR: Private Organisations

All Data			Private Organisations (P/O)	
169		Organisations	113	
41,497		Respondents	22,324	
10,198	24.6%	LGBTQ+ respondents in the sector	4,762	21.3%
10,058	24.2%	% respondents of Diverse sexuality	4,703	21.1%
4,987	49.6%	% Diverse Sexuality respondents 'Out'	2,526	64.3%
1,308	3.2%	% respondents of Diverse Gender	482	2.2%
546	41.7%	% Diverse Gender respondents 'open'	200	52.1%

Location

Respondents from this sector were found in all states and territories. A greater proportion of responses were received from NSW (All: 29.6% vs P/O: 40.5%) and VIC (All: 22.3% vs P/O: 26.0%). TAS or NT represent fewer than 1% of all responses.

58.2% of respondents work in capital city (city centre) (vs All: 53.7%), and 28.9% in capital city (suburbs) (vs All: 30.8%). Remote respondents make up 45.2% higher than all (All: 1.9% vs P/O: 1.3%), though overall, there were 17.0% fewer non-metropolitan respondents within this sector compared to all (All: 15.6% vs. 12.9%).

Organisation position

Private sector respondents are:
- 3.1% more likely to be in full-time paid roles (All: 84.5% vs 87.1%)
- 12.0% less likely to be in part-time roles. (All: 9.2 % vs P/O: 8.1 %)
- 32.4% less likely to be in contract positions (All: 3.9% vs P/O: 2.4%), &
- 9.7% less likely to be in temporary/casual roles (All: 2.0% vs P/O: 1.8%).

Respondents are;
- 11.5% more likely to have been with their organisation for between 1-10 years, and:
- 8.1% less likely to have been employed for less than 1 year. (All: 15.9 % vs P/O: 14.6 %).
- 29.6% less likely to have been employed for more than 20 years. (All: 10.4 % vs P/O: 7.3%).

Within the hierarchy of the organisation,
- 12.7% more respondents were in the leadership/executive team positions (All: 3.8 % vs P/O: 4.3%), and
- 6.5% more senior staff respondents (level 2- (All: 27.7% vs P/O: 29.5%)

3.8% more likely to have direct reports (All: 40.6 % vs P/O: 42.1%)

This is important to note when considering opinions relating to organisational inclusivity, as those in higher positions often feel more positive about their organisations' actions.

Other demographics

Age

Respondents are 6.1% more likely to be under the age of 45, and 8.8% less likely to be over 45.

Pronouns

Compared to all data sets, respondents are 20.6% less likely to use gender-neutral pronouns (All: 0.9% vs. P/O: 0.7%) and 35.2% more use rolling pronouns (All: 2.5 vs. P/O: 1.6%).

In regard to other facets of diversity, respondents are:
- 11.7% more likely to identify as culturally, linguistically or ethnically diverse, a migrant, refugee or a person of colour. (All: 27.7% vs P/O: 30.9%)
- 4.3% more likely to identify as a person of faith/religious belief (All: 23.2 vs P/O: 24.2%)

Though they are less likely to identify by:
- 35.4% as Aboriginal and/or Torres Strait Islander (All: 2.7% vs. P/O: 1.7%)
- 29.6% as someone living with a disability or long-term health condition (All: 18.4% vs P/O: 13.0%)
- 20.3% neurodivergent. (All: 14.1% vs P/O: 11.2%)
- 13.8% to identify having another diversity -- (All: 8.0% vs P/O: 6.9%)

Personal Beliefs & Employee inclusion

Private sector respondents are more likely by:
- 7.6% to agree they have heard their executive leaders speak positively about LGBTQ+ inclusion (All: 73.2% vs P/O: 78.8%)
- 6.3% to agree that awareness or ally training for LGBTQ+ inclusion has been made available throughout the year. (All: 67.7% vs P/O: 72.0%)

- 11.5% to have attended awareness or ally training for LGBTQ+ inclusion (All: 48.3% vs P/O: 53.9%)

Bullying and Harassment

Private sector respondents are more likely by:
- 11.3% to agree any negative commentary/jokes/innuendo targeting LGBTQ+ people is acted upon quickly. (All: 60.4% vs P/O: 67.3%)
- 8.3% to agree managers/leaders are willing to address orkplace incivility targeting people of diverse sexuality. (All: 71.0% vs P/O: 76.8%)
- 8.6% to agree managers/leaders are willing to address workplace incivility targeting people of diverse gender. (All: 69.9% vs P/O: 75.9%)

In relation to witnessing workplace incivility, they are 5.6% less likely to have witnessed, though slightly (0.9%) more likely to agree to having witnessed more serious bullying behaviours.

They are also:
- 7.9% and 6.3% more of the respondents think that someone else called out the behaviour (All: 14.7% vs P/O: 15.8%) and severe negative behaviour actions (All: 16.5% vs P/O: 17.5%), respectively.
- 5.6% and 15.3% less of the respondents think that no one pointed out mild bullying behaviour actions (All: 28.6% vs P/O: 27.0%) and severe negative behaviour actions (All: 23.0% vs P/O: 19.5%), respectively.

Health and wellbeing

As respondents in this sector equate to over half of all respondents it is understandable that health and wellbeing measures for respondents in this sector are similar.

Though overall they are showing slight increases on the average across all six measures, including

- to feeling safe and included (+1.6%)
- to feeling mentally well (+3.1%),
- to having a sense of belonging (+3.3%),
- to being able to be themselves (+3.6%),
- to feeling productive (+1.9%) and
- to feeling engaged with their organisation and role (+2.6%).

Allyship

Public Sector respondents are:
- 5.8% more likely to know of active allies within their immediate area. (All: 65.6% vs P/O: 69.4%)
- 6.8% more likely to think employees who wish to be allies are supported to do so here. (All: 71.0% vs P/O: 75.8%)

42.4% of respondents are active allies (1.6% more than all respondents).

Of those who are passive or not allies at all they are:
- 7.8% less likely to concern of being ridiculed or the target of jokes stops them from being an active ally. (All: 4.8% vs P/O: 4.4%)
- 8.9% less likely to agree being an active ally would be in conflict with their personal beliefs or values. (All: 14.2% vs P/O: 12.9%)
- 13.9% less likely to think being an active ally would be frowned upon by someone/people with influence over their careers. (All: 4.5% vs P/O: 3.9%)
- 7.4% more likely to agree that nothing would convince them to be an active ally (All: 23.3% vs P/O: 21.6%)

LGBTQ+ respondents in Private sector, are 7.2% more likely to agree active allies have positively impacted their sense of inclusion, 5.6% more likely to have a positive experience of inclusion in their immediate work area/team, and 6.9% more likely to agree that executive endorsement of LGBTQ+ Initiatives has been positive. They are also 10.3% less likely to spend time editing conversations (All: 30.8% vs P/O: 27.6%)

LGBTQ+ inclusivity within the Public Sector

21.3% of respondents are LGBTQ+ (of diverse sexuality, diverse gender, and/or trans experience).

Of those who advised the number of colleagues who are aware of their LGBTQ+ experience, P/C employees are 8.7% more likely to be 'out' regarding their diverse sexuality and slightly less likely (0.6%) to be 'open' regarding their diverse gender.

Of the 21.1% of employees of diverse sexuality, 64.3% are out to all or most in their organisation compared to all (49.6%).

Those 'out' at work are:
- 7.8% more likely to think inclusion initiatives here for people of diverse sexuality have had a positive impact on how they feel about their own sexuality. (All: 69.0% vs P/O: 74.4%)
- 4.9% more likely to have visible out role models within their organisation (All: 66.1% vs. P/O: 69.3%)

Those 'not out' at work are:
- 8.7% less likely to feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out here. (All: 27.8% vs P/O: 25.4%)
- 7.4% less likely to avoid inclusion initiatives because they don't want people to know that they are of diverse sexuality. (All: 24.1% vs P/O: 22.3%)

8.7% fewer respondents advised that they had been the target of workplace incivility (All: 8.8% vs P/O: 8.1%), and 36.6% less advised they had been the target of serious bullying and harassment (All: 2.6% vs P/O: 1.7%). Unfortunately, it is more likely that respondents would not report incidents, only slightly higher for workplace incivility (0.6% more),

though 17.4% more did not report serious behaviours.

For the 2.2% of trans and/ or gender diverse respondents, compared to all (3.2%), those 'open' at work are 7.1% more likely to feel people make an effort to use their personal pronouns. (All: 66.2% vs P/O: 70.8%), though they are also 8.9% more likely to feel they have been deliberately misgendered within the last year. (All: 22.1% vs P/O: 24.1%)

In relation to their workplace, they are more likely by:
- 9.1% to feel their performance is positively impacted by being 'out'. (All: 59.4% vs P/O: 64.7%)
- 8.7% believe their gender identity would not have any impact on their career progression. (All: 59.1% vs P/O: 64.2%)
- 8.2% to feel comfortable and safe discussing workplace issues related to their gender diversity with their managers. (All: 74.9% vs P/O: 81.1%)
- 6.8% to feel fully supported by their team in terms of their gender. (All: 70.9% vs P/O: 75.8%)

Those 'not open' at work are more likely to agree the reason they are not open at work is because:
- they do not want to be labelled because of their diverse gender. (All: 65.8% vs P/O: 69.3%)
- they do not feel comfortable enough within themselves. (All: 45.9% vs P/O: 58.0%)
- they are concerned they would become the target of jokes/innuendo around their gender. (All: 42.4% vs P/O: 48.0%)

They are also 21.1% more likely to avoid inclusion initiatives because they don't want people to know that they are of diverse genders. (All: 30.0% vs P/O: 36.3%)

12.6% more advised they had been the target of workplace incivility behaviours (All: 15.8% vs P/O: 17.8%); however, 17.8% less advised being the target of serious bullying and harassment (All: 3.8% vs P/O: 3.1%).

Recruitment and Policies

Compared to all respondents, those from Private sector respondents are more likely by:
- 10.3% to agree to finding the recruitment process to be inclusive of diverse gender applicants. (All: 45.5% vs P/O: 50.1%)
- 30.0% to having a contact person identified to support diverse gender applicants. (All: 12.9% vs P/O: 16.7%)
- 8.7% to agree application forms were inclusive of diverse gender applicants. (All: 39.2% vs P/O: 42.6%)
- 6.7% to agree to facing barriers with reference checks with former colleagues where they were known by another name or gender. (All: 8.1% vs P/O: 7.6%)
- 8.5% to agree they had fears of being outed during the process. (All: 20.3% vs P/O: 18.7%)
- 14.3% to feel there was visibility of inclusion for gender diverse people here. (All: 34.5% vs P/O: 39.4%)

Within their organisational culture, respondents are more likely to agree that:
- there is freedom to use toilets of choice. (All: 46.8% vs P/O: 52.9%)
- there is availability of 'all-gender' or 'gender-neutral' toilets. (All: 37.8% vs P/O: 40.9%)
- there are well communicated policies to support those affirming their gender. (All: 45.2% vs P/O: 52.0%)